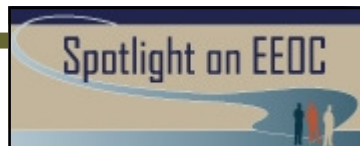




April 30, 2009

Volume 1, Issue 4



**MINNESOTA FEDERAL DISTRICT COURT GRANTS FINAL
APPROVAL OF EEOC RELIGIOUS DISCRIMINATION SUITS**
*Prayer Breaks Sought by Muslim Employees to be Instituted;
Total of \$365,000 to be Paid, Job Offers Made in Two Cases*

<http://www.eeoc.gov/press/3-31-09.html>

**MARJAM SUPPLY COMPANY TO PAY \$495,000 TO SETTLE EEOC
RACE DISCRIMINATION SUIT**

*Black Employees Targeted With Racial Slurs,
Fired for Complaining, EEOC Says*
<http://www.eeoc.gov/press/4-8-09.html>

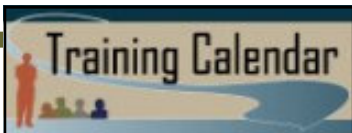
**JUDGE FINDS AGAINST SUNFIRE GLASS FOR SEXUAL HARASS-
MENT OF FEMALE WORKERS BY OWNER**

EEOC Prevails in Case Involving Physical and Verbal Abuse of Glassblowers
<http://www.eeoc.gov/press/4-13-09a.html>

**SKILLED HEALTHCARE GROUP, INC. TO PAY UP TO \$450,000 FOR
NATIONAL ORIGIN DISCRIMINATION**

*Nursing Home Companies Imposed English-Only Rule on Spanish Speakers While Per-
mitting Other Foreign Languages in Workplace, EEOC Alleged*
<http://www.eeoc.gov/press/4-14-09.html>





To register contact: Arthur Lucas at ArthurB.Lucas@ky.gov

Date	Audience	Title	(GSC) Room	Time
05/13/09	State Employees	Sexual Harassment	542	9am— 12 pm
06/17/09	State Employees	Religious Discrimination	539	9am— 12 pm
07/15/09	State Employees	Anti-Harassment	542	9am— 12 pm
08/12/09	State Employees	Sexual Harassment	542	9am— 12 pm
09/16/09	State Employees	Religious Discrimination	542	9am— 12 pm
10/14/09	State Employees	Anti-Harassment	539	9am— 12 pm
11/18/09	State Employee	Sexual Harassment	539	9am— 12 pm



ADA Amendments Act Training

(Reminder) May 6, 2009 from 2:00 to 3:00 pm, Job Accommodation Network Webcast will be providing training regarding the Americans with Disabilities Amendment Act of 2009.

For those persons interested our office will provide a set up to view the webcast in SOB auditorium room A-2 (the front room closest to the freight elevator). If you like to attend please send an email to Arthur Lucas at arthurb.lucas@ky.gov.



The **Journey to Wellness** program is in full swing with multiple activities planned for this spring and summer!!

Enjoy your Journey to Wellness this spring by taking part in these upcoming activities:

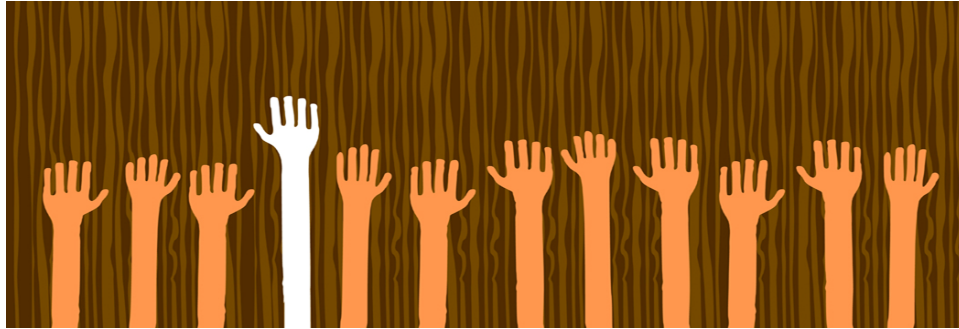
- May 4: the six-week Step Out Fitness Challenge begins. Get your score-card with all instructions included from your cabinet's wellness liaison(s).
- May 13, 11:30am: "Small Steps to a LEANer You" presentation in the Transportation Cabinet Auditorium
- Health fairs/screenings are being scheduled throughout the coming months by many cabinets here in Frankfort.
- Franklin Co. Farmers' Market: visit in June with a cooking demo from some of your favorite cafeteria chefs

For More Information: <http://personnel.ky.gov/dei/wellness>



We look into mirrors but we only see the effects of our times on us--not our effects on others.

- Pearl Bailey (U.S. singer, actor, author, 1918-1990)



May is Asian –Pacific American Heritage Month.

During the month of May, please visit the ODE webpage dedicated to the celebration of Asian Americans and their heritage:

<http://personnel.ky.gov/diversity/asianpacificamerican>



SHRM (Society for Human Resource Management)

Diversity Accountability Requires More Than Numbers

Companies are increasingly using metrics or “diversity scorecards” to measure progress in hiring, promoting and retaining women and minority employees. Some even link metrics to key business objectives, and ultimately to compensation. But experts caution that it’s much more than a numbers game.

In addition to quantitative measures, diversity and inclusion success should be measured, and rewarded, based on qualitative factors—including key behavioral changes that can create cultural shifts.

<http://www.shrm.org/hrdisciplines/Diversity/Articles/Pages/MoreThanNumbers.aspx>



**GOVERNOR'S
MINORITY
MANAGEMENT
TRAINEE
PROGRAM**

Applications Due
April 30, 2009

Opening Ceremony
May 12, 2009
2:00-4:00 PM
Transportation Auditorium

Come grow into the leader you were meant to be!

For More Information:
Colene Elridge, (805) 564-8000, ColeneH.Elridge@ky.gov
<http://personnel.ky.gov/diversity>

SAVE THE DATE



23rd Annual Governor's EEO Conference

"The State of Diversity & Equality"

July 9, 2009

Crowne Plaza Hotel
(Formerly the Executive West)
830 Phillips Lane
Louisville, Kentucky

Early-Bird Registration: June 2nd - 15th
Registration Deadline: July 2nd

VIP Registration for EEO Coordinators: June 1st

For Conference Updates Please Visit:

<http://personnel.ky.gov/diversity/eo/2009EEOConference>



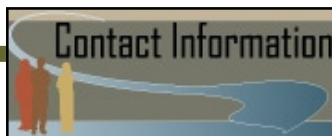
Discrimination and Harassment is not cheap!

Here are a few examples of what it could cost your agency/cabinet if you do not continue to be proactive with preventing discrimination and harassment in the workplace.

From EEO Logic/EEO Guidance, Inc.

- * Caesars Palace- **\$850 Thousand** (8/20/2007) Sexual Harassment and Retaliation (forced sex on Hispanic female workers)
- * Flushing Manor Geriatric Center, Inc. -
\$900 Thousand (04/23/2007) Harassment and Retaliation of Black and Caribbean Workers
- * Dial Corporation - **\$3.3 Million** (11/20/2006)
Pre-employment strength test discriminated against female job applicants (52 rejected female applicants)
- * Morgan Stanley - **\$54 Million** (8/15/2005) Claims that the company excluded women from work-related outings, paid women less than their male peers, and denied them warranted promotions (67 females)
- * Abercrombie & Fitch - **\$50 Million** (11/18/2004)
Claims that the company adopted restrictive marketing image, and other policies, which limited minority and female employment
- * Rent-A-Center - **\$47 Million** (10/4/2002)
Sex discrimination (100 females)

Are managers aware of their responsibilities when it comes to EEO and Diversity? Do you have a Harassment Prevention Policy and more importantly do your employees know the policy?



Arthur Lucas, Deputy Director
State EEO Coordinator
Office of Diversity and Equality
501 High Street, 1st Floor
Frankfort, KY 40601
502-564-8000
ArthurB.Lucas@ky.gov